



COWDRAY

Land & Environment Manager
Candidate Brief



WELCOME

Cowdray is an exceptional area of West Sussex, nestled beneath the South Downs in the heart of the National Park. The Estate has been in our family for generations and is not only the place we are lucky enough to call home, it is also an area we are delighted to be able to share with you.

Marina and I are passionate about holistic management; from the environmentally focussed approach to the management of the land to the development of our wellbeing centre, our local estate produce available at the Farm shop and Café to Cowdray's diverse sporting and leisure opportunities, and experiences across the estate, it gives us great pleasure to share the estate on so many levels.

We strive to invest in our surrounding for future generations and we hope you will treasure Cowdray as we do.

Michael and Marina Cowdray



THE POSITION

The Land & Environment Manager role at Cowdray is different! The autonomy to make a real difference starts on day one, but you will have the support of being an integral part of the Cowdray Property Team.

Reporting to the Property Director, Lauren Cleghorn, the first thing you'll notice is how seriously we take empowering our people and the importance of supporting them to reach their full potential.

The benefits of working directly for such a diverse Estate, provides exposure to opportunities across all of our enterprises from our award winning Farm Shop and Café, to our stunning Cowdray Park Golf Club.

You will be responsible for the management of the rural asset portfolio which as you would expect includes let farms, equestrian units, land, minerals and sporting.

In addition to your management responsibilities, you will lead and support on a range of property and operational projects at the same time as identifying opportunities for diversification and growth.



Lauren Cleghorn



Cowdray Farm Shop





THE POSITION

(continued)

Our commitment to empowering our team is balanced with our commitment to staff well-being, and while you will be challenged and stretched to deliver exciting projects, you will always have the support you need.

Current projects include the strategic feasibility study of our award winning Farm Shop, and you will hit the ground running by taking the lead on an ambitious iron works conservation project, which involves highly professional partnership working and stakeholder management.



THE CANDIDATE

The successful candidate will demonstrate curiosity, intelligence and innovative thinking, all necessary for you to contribute to the Cowdray vision to achieve a sustainable future for the Estate, our local environment and community.

Your interest and enthusiasm for the innovation required to evolve and deliver environmental and sustainability strategies will be palpable, and your transformative ideas will be infectious, creating a momentum for change.

You will thrive working autonomously in a truly empowering environment, while being an integral part of a supportive and friendly team.

You will be RICS qualified with at least five years post qualification experience. Non-RICS qualified applications will be considered if a five year+ successful track record of applying equivalent knowledge can be demonstrated.





THE CANDIDATE

(continued)

You can show leadership and emotional intelligence, whether working collaboratively with the Estate Land Manager; fostering open relationships of trust within the rural tenant sector; or supporting the senior leadership team with their strategic and operational priorities.

You can demonstrate proven project management skills, essential to lead on various multi-faceted projects across the Estate, meeting deadlines and managing stakeholders sensitively and appropriately.





REWARDS

The salary range for the Land & Environment Manager role is £50-£60,000 and the reward package also includes Private Health Care; Life Assurance; Employer's Pension contribution of 8% and 26 days holiday.

As part of the Cowdray team, not only will you love working in the beautiful surroundings of the Estate, you will also benefit from the extensive Cowdray Wellbeing programme.



PROCESS

The planned key dates for the selection process are as follows:

- First round interviews 18th January 2022 in London or Cowdray
- Estate tours 21st, 24th, 25th January
- Final interviews 28th January

For further information or to submit your CV and letter of application, please email HR@cowdray

